

C-1  
8

OUTLINE FOR AUGUST 3 MEETING  
*with Senior IC officials*

1. INTRODUCTIONS
2. MAJOR EMPHASIS ON COMPARISON  
ASKED TO DEVELOP RECOMMENDATIONS FOR  
COMPENSATION AND BENEFITS.  
REVIEWING NEW APPROACHES IN PUBLIC AND  
PRIVATE SECTORS
3. PURPOSE OF THIS MEETING IS TO IDENTIFY THE MAIN  
COMPENSATION AND BENEFITS PROBLEMS YOU SEE  
CURRENTLY OR IN NEAR FUTURE
4. DETERMINE IF THERE IS CONSENSUS OR MAJOR  
DIFFERENCES
5. WANT TO IDENTIFY PROBLEMS; SECURE SENSE OF  
PRIORITY OF IMPORTANCE; IDENTIFY ORGANIZATIONS YOU  
CONSIDER TO BE DOING GOOD JOB IN COMPENSATION AREA.
6. START BY DEVELOPING A LIST OF PROBLEMS  
ATTACHED LIST TO LETTER  
BY WAY OF ILLUSTRATION
  - Ability to give greater recognition to  
high performers while maintaining high  
morale for overall staff.
  - Determining the value of new types of  
positions; i.e with a new blend of skills.
  - How to compensate people whose usefulness  
to the organization has disappeared through  
no fault of their own and their ability to  
reenter the labor market is severely  
handicapped.
  - Difficulty in developing viable pay for  
performance systems.
  - How to control payroll costs.
  - How to recognize and reward knowledge as  
well as position in the hierarchy.
  - Dealing with fluctuating dollar rates  
overseas.

7. QUESTIONS; START DISCUSSION
8. AFTER LIST DEVELOPED--RANK; MOST IMPORTANT; LEAST IMPORTANT PROBLEM
9. LOOK AT LIST; WHAT IS SINGLE MOST IMPORTANT QUESTION YOU WOULD ASK
10. WHERE DO YOU SUGGEST WE FIND CREDITABLE MODELS. WHICH ORGANIZATIONS ARE ATTRACTIVE TO STAFF IN YOUR ORGANIZATION.